



KURUKSHETRA UNIVERSITY KURUKSHETRA

(Established by the State Legislature Act-XII of 1956)

(A+ Grade, NAAC Accredited)

Regulations for Re-Employment of Teachers after Superannuation

1. Preamble

Re-employment of superannuated teacher/s shall be in the interest of the University, as a number of posts of teaching usually remain vacant due to various reasons. This causes a gap in the requirements and availability of the experienced teaching faculty and also leads to a decline in the research activities. The senior faculty of the university leaves after retirement and their expertise no longer remains available to the university. The re-employment of teachers is aimed to provide a method to harness the expertise of these senior teaching faculties, who have been active in teaching, research & other academic/administrative activities, to bridge the gap in teaching and research for some time.

2. Eligibility

- a) A teacher who has superannuated as Professor and has served at least for five years as Professor in the university prior to superannuation shall be eligible for re-employment.
- b) A teacher shall be considered for re-employment within one year of his/her superannuation from the university service.
- c) Superannuated teacher considered for re-employment should be a distinguished scholar, excellent teacher and should have made a mark in their subject and the field of specialization as evident through research papers/ monographs/ books published/ guidance of research and significant contributions towards University's functioning etc.
- d) The service record of superannuated teachers should be highly satisfactory, and he/she should be both morally and ethically sound.
- e) Superannuated teacher should be medically fit to undertake the re-appointment.

3. Tenure of Appointment

- a) The tenure of appointment of a superannuated teacher shall be initially for a period of 3 years in the first instance or up to the time when a teacher attains the age of 65 years, whichever is earlier.
- b) The university may extend the tenure for a further maximum period of 2 years or upto the period when a teacher attains the age of 65 years.

4. Emoluments

- a) A re-employed teacher shall be eligible to draw emoluments equivalent to the last pay drawn minus pension as a consolidated amount which shall remain the same throughout the tenure of re-employment.
- b) A re-employed teacher, retired under New Pension Scheme (NPS), shall be eligible to draw emoluments equivalent to the half of the last basic pay/level drawn as a consolidated amount which shall remain the same throughout the tenure or re-employment.
- c) A re-employed teacher shall be entitled to Casual/Academic/Duty leave at par with teaching faculty in regular service. No earned leave shall be admissible for a re-employed teacher.
- d) The institution shall provide all the essential academic facilities to the reemployed teacher.

5. Duties and Responsibilities

- a) A teacher, re-employed after superannuation, shall not be given any administrative or financial responsibilities. A retired teacher will not be member of Staff Council and Board of Studies. A retired teacher will be associated with Departmental Research Advisory Committee only in the capacity of supervisor of his/her research scholar, if applicable.
In case when a situation demands so, the Vice-Chancellor may assign duty to a re-employed teacher as an exception to meet the dire need of a Department/ Institute/ office.
- b) A re-employed teacher shall do academic work like teaching courses, conducting examinations, assessment work and research guidance.
- c) The workload of re-employed teacher shall be on par with teachers in regular service i.e. 14 hours per week for Professor.
- d) A re-employed superannuated teacher shall have the following duties and responsibilities, with no additional liability to the institution:
 - (i) Academic work like teaching courses, conducting examinations and research guidance;
 - (ii) Conducting research and/or taking up sponsored research projects from external agencies;
 - (iii) Launching continuing education programmes in new and emerging areas;
 - (iv) Facilitating the University/Department/Institute in Organizing/ attending national / international Conferences / Seminars / Symposia/ Workshops;
 - (v) Undertaking knowledge based advisory/consultancy assignments as per prevailing University rules for sharing of remuneration/ consultancy amount with University for regular teachers.
 - (vi) Accepting invitations and delivering Guest Lectures at other institutions without compromising the work of the University;
 - (vii) Participation in academic / research Committees and other such duties as assigned by the University from time to time at the institution and elsewhere when required;

- (viii) A re-employed teacher shall abide by the relevant regulations of the Code of Conduct, as applicable to the regular teachers.
- (ix) Re-employed teacher will be allowed to supervise Ph.D student, as per requirements in the Department/ Institute. If the number of applicants is less than the number of declared vacant seats for admission to Ph.D in a Department/ Institute, then first preference will be given to regular faculty at the time of allotment of supervisor to the admitted students. A re-employed teacher shall be allowed to take two Ph.D students in a year except last year of re-employment. A re-employed teacher should preferably be associated as a co-supervisor rather than supervisor of a Ph.D student in a Department/Institute, where sufficient eligible teachers are available to supervise a Ph.D student.

6. Re-employment Procedure

- a) The procedure to be followed for the re-employment of superannuated teachers at the University/ College, shall be as given below:
 - (i) There shall be vacant positions in the department against which re-employment may be considered.
 - (ii) The interested teachers, who are about to superannuate or have superannuated not earlier than one year shall apply to the Vice-Chancellor of the university on a prescribed form. The application form shall include a detailed account of all the contributions made by the teachers, highlighting his/her overall achievements during the last 10 years.
 - (iii) The Vice-Chancellor shall take the final decision regarding the re-employment of a teacher. The Vice-Chancellor, if he/she so desires, may refer the case to an Advisory Committee, constituted by him/her for the assessment and giving its recommendations there upon. The recommendations of the Advisory Committee will be placed before the Vice-Chancellor for its consideration.
 - (iv) The decision of the Vice-Chancellor for re-employment of a teacher shall be placed in the Executive Council for approval.
- b) The performance of the re-employed teacher shall be reviewed periodically by the University. If the performance is found unsatisfactory, then his/ her services may be terminated by the authority by giving one month notice. A re-engaged teacher can resign from the University at any time by giving one month notice.

Notwithstanding anything contained in these regulations, the Vice-Chancellor may relax, where he considers necessary, any of condition(s) mentioned in these regulations.